



WHITE COLLAR

Office and Professional Employees International Union, AFL-CIO and CLC



Photo by Gary Schlichter

Hofstra University employees — members of Local 153 — win pay equity following six-week strike. Here they line the sidewalk in a candlelight vigil to pressure management to settle. See story on page 6.

Historic Convention Elects New Leadership Team

John J. Sweeney of the 1.1 million-member Service Employees International Union was elected the fourth president of the AFL-CIO in an historic vote that saw both top offices change hands, and the later creation of a third executive office.

Along with Sweeney, Richard L. Trumpka of the Mine Workers was

elected secretary-treasurer and Linda Chavez-Thompson of AFSCME was elected executive vice president, a position created with a constitutional change approved by acclamation after Sweeney and Trumpka were elected.

Following the declaration of election results, Sweeney proclaimed it "an

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Goodwin Joins Executive Council's Unity Slate

OPEIU President Michael Goodwin joins the Unity Slate to lead the AFL-CIO and to revitalize the labor movement.

Goodwin's election to the Executive Council of the AFL-CIO followed an historic convention which saw John Sweeney, president of the Service Employees International Union, unseat Thomas P. Donahue.

color and was brought to office with more than 13 million votes each.

Goodwin, as reported here, won

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"Although I supported Tom Donahue, whose devotion to working people and the American labor movement is unsurpassed, I am pleased that our two sides have come together under the Unity banner. We supported change, and the Sweeney delegates wanted a new voice. Our goals are the same. Standing together we can achieve them, shake up and energize our movement. Together we can build a better tomorrow for all workers. I look forward to working with President Sweeney to make it all happen."

On Wednesday, October 25, the two sides reached an agreement to expand the AFL-CIO Executive Council from 33 to 51 seats, with 10 of those seats dedicated to women and people of color.

Besides Goodwin, the Unity Slate of 51 included 20 women and people of



OPEIU International President Michael Goodwin takes his place at the dias with other Vice Presidents on the AFL-CIO Executive Council



New AFL-CIO officers assume office: (left-to-right) Executive Vice President Linda Chavez-Thompson, President John Sweeney and Secretary-Treasurer Richard Trumpka.

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MI Local Organizes and Negotiates for County Workers

Two new groups of members — at the county community health center and the road commission — have joined OPEIU Local 512 in Lansing, Michigan. In both cases, workers were forced to organize because the employers were unilaterally changing work rules and working conditions, making workers feel insecure in their jobs.

According to John Strachan for Local 512, members have negotiated new first contracts that address the fears of our new members.

Community Mental Health

"First," Strachan said, "we settled a contract for a group of 15 psychiatrists working for Clinton-Eaton-Ingham Community Mental Health (CEI-CMH). We are not aware of any other groups of this nature in existence."

The doctors had a starting base salary of \$105,000 per year before unionizing. "They were quite underpaid when compared with others in the same profession. Their contract advances them to approximately \$120,000 annually," Strachan said.

Local 512 also led supervisors and other professionals at CEI-CMH through successful contract negotiations. "This agreement," Strachan said, "brought an additional 48 members into the local."

Road Commission

"We have also just agreed on a contract for new members working at the Ingham County Road Commission. Although, the contract is yet to be ratified it will pass easily," Strachan announced. This contract, he said, followed several months of hard bargaining during which the committee was constantly challenged. They had to fight to change practices that forced them to organize in the first place and to keep practices the employer was trying to withdraw from employees, he said. But ultimately he believes the contract negotiated will be a benefit to both members and employer.

"We look forward," said Strachan, "to working with these members to insure that favorable working conditions prevail."



More than 100 people attended the Local 378 Education Seminar held in British Columbia, Canada. The OPEIU international provided support in the way of keynote speaker President Michael Goodwin. Left to right are Local 378 President Ron Tuckwood, Executive Board member and Chair of the Local 378 Education Committee Jerri New and President Goodwin.

Local 378 Stewards Gain Skills To Advance Members' Interests

The dizzying pace of change in the business world brought by technological advances, free trade and a global approach to competition, as well as corporate downsizing and cutbacks, create increasing threats to workers' job security. "Workers are looking for leadership, someone to help manage change and represent their interests in the workplace," said Local 378 Executive Board member Jerri New who Chairs the union's Education Committee in British Columbia, Canada.

"As Canadians and as union members, we take so much for granted. Social programs, company benefits and pension plans are seen as givens. We mistakenly assume governments and employers provide these benefits as a way of life. Unfortunately, the Canadian climate is changing and unless workers recognize their input into creating these benefits, they may be taken away one by one," said New.

"Recognizing the importance of an informed membership is why Local 378 makes education a priority. Well-trained job stewards can be a conduit to help members understand labor's

value to society."

Every year Local 378 spends thousands of dollars on membership education programs. The most recent Local 378 Education Seminar held in November 17-19, 1995 gave tools to job stewards to administer the collective agreement in the workplace. In addition to learning how to handle grievances and face management, stewards shared 'war stories' and their experiences in different companies dealing with various managers.

The value in educating job stewards is that members can get workplace problems quickly dealt with and have contact people who can discuss current labor issues. "Education of stewards is a building block to a stronger union," says New who has organized Local 378 training seminars for the past five years.

Well-trained job stewards who know their collective agreements can ensure members get all the entitlements that have been negotiated. "Education helps us provide better service to members and makes our union stronger."

800 Podiatrists Join OPEIU

The 800 members of the Pennsylvania Podiatric Medical Association have affiliated with OPEIU. "This is a statewide organization of doctors of podiatric medicine and surgery," said OPEIU International Director of Organization Jay Porcaro.

Like the many other non-traditional groups who have joined the OPEIU family, these doctors are seeking the union's legislative and organizational expertise to enhance and protect their profession.

"Doctors in all disciplines of medicine are coming under increased pressure as a result of developing trends in managed health care. Many doctors are now embracing the concept of unionization and see this as a viable alternative, which allows them to deal from a position of equality and strength," Porcaro said.

Other non-traditional professions that have recently joined OPEIU include fashion models, hypnotherapists, chiropractors, and acupuncturists.

Local 512 Saves Members "By a Hair"; Court Case Protects Guards' Beards

Members working for the Department of Corrections — guards and supervisors in Michigan's prisons — are clinging to their beards today. By a hair!

The Department of Corrections, according to Local 512's John Strachan, ordered OPEIU members to shave their beards. The reason: respirators wouldn't fit properly in the remote case of gassing. The problem: our members have worn

beards for decades and for many it is a question of religious conviction.

The union filed a suit in an Upper Peninsula court, according to Strachan, and won a restraining order. "Although it is causing a great deal of heartburn at DOC, the order is still in existence and the employer is barred from enforcing the policy on our members."

This fight may be far from over and we'll keep you informed.



Local 378 Education Seminar participants broke into groups to study issues such as how to settle grievances and how to welcome new members in the union. During mock grievance hearings, stewards played both management and union roles to develop practical skills in administering the collective agreement.

Walt Disney World Resort Hotel Discount Offered to Union Members

The Unionized Hotel Royal Plaza, located in the heart of Walt Disney World Village, is offering a special discount rate to union members. The 1996 members-only rate is \$89 per night low season (Jan. 1 through Feb. 15, 1996, and April 14 through Dec. 23, 1996) and \$99 per night high season (Feb. 16 through April 13, 1996).

The discounted rate is good for single through quad occupancy through Dec. 23, 1996, and is subject to availability. To obtain the discount, call the hotel's reservations department at 1-800-248-7890, ask for the union rate when you make your reservation, and show your union card when you check in.

The Hotel Royal Plaza offers complimentary transportation to all Dis-

ney theme parks — including The Magic Kingdom, EPCOT Center, Disney-MGM Studios Theme Park and Typhoon Lagoon — as well as preferred status at Disney's five championship golf courses.

The hotel is within walking distance of the Disney Village Marketplace and Pleasure Island. Other nearby attractions in the Orlando, Fla., area include Universal Studios

Florida, Sea World and Wet 'n' Wild. And Kennedy Space Center, Busch Gardens and Cypress Gardens are within an easy drive. (When renting a car, use the Hertz discount. Call 1-800-654-2200; the union ID number is 205666.)

The Hotel Royal Plaza discount — another money-saving benefit brought to you exclusively through Union Family Savers.

Union Privilege Joins LaborNET

LaborNET, the AFL-CIO's computer "bulletin board" link between unions, available to union subscribers via CompuServe, now includes an area designated for Union Privilege items.

The Union Privilege area can be found in the LaborNET library section under the "Union Label/Priv" listing. Within the next couple of months, the vast majority of Union Privilege's printed materials will be uploaded onto LaborNET, in either general ASCII text or artwork (EPS) files, for general access by editors, leaders and members who subscribe to LaborNET.

Already in the "Union Priv" library area are all of Union Privilege's gen-

eral program news releases, a "Credit Counseling" article from the Fall 1995 issue of *UPdate* and a six-part "Introduction to Union Privilege," adapted from the Union Privilege *Benefits-At-A-Glance* guide. The Union Privilege introduction can be found under the Who, What, Where, When, How and Why file headings, and the news releases generally include the program name in them.

In the coming weeks, we also will be uploading select articles from *Union Plus* magazine and our *UPdate* newsletter for union leaders along with the rest of the Union Privilege *Benefits-At-A-Glance* program explanation guide. We also plan to

upload Union Privilege artwork, program ads, benefits flyers and other information. Updates will be posted in the "General Information" and Union Privilege "Messages" sections each time new materials are uploaded.

In addition to being listed in the general Union Privilege library section listing according to title, all Union Privilege items can be found in a separate "Table of Contents (TOC)" file that includes titles along with code abbreviations, file names and extensions. For example, all news releases have file names that begin with the code abbreviation "PR" (for "press release"), followed by the file's title and a ".5UP" exten-

sion (the "5" stands for the year 1995 and the "UP" stands for Union Privilege). All *UPdate* article files will begin with "UPD" and all *Benefits-At-A-Glance* section files will start with "AAG." A file guide that explains the codes and extensions will be added to the Union Privilege area as more categories of items are uploaded.

If you have access to LaborNET, please look through the files in the Union Privilege area and contact Writer/Editor Cindy Price at 202-293-5330 (71112,1127 CompuServe address) with any questions or suggestions. (Also, if you are an active LaborNET user, please let her know.)

Union Privilege Modifies Scholarship Application Eligibility Rule

Union Privilege has granted two exceptions to the Union MasterCard Scholarship applicant eligibility requirement, which states that applicants need to be affiliated with participating unions (i.e., either as a dues-paying member or as a dependent of that member) for one full year in order to qualify. The exceptions include associate members and members of newly organized bargaining units.

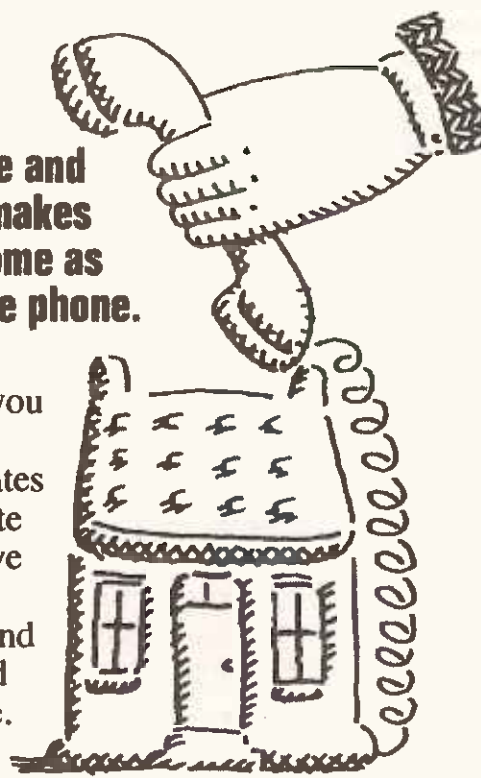
Both associate members and members of newly organized units that are operating without contracts

are permitted to apply as long as they are or will be affiliated with a union that participates in the Union MasterCard Program. In the case of an associate member, the certifying local union (or associate member organization officer should state on the application that the member has paid his or her 1996 dues. For a newly organized bargaining unit, the local officer should note that the member's 1996 dues have been paid and provided the date when union representation rights were granted.

Make A House Call

Your union's mortgage and real estate program makes buying or selling a home as easy as picking up the phone.

This program provides you with expert counselors, competitive mortgage rates and discounted real estate services. You also receive special help if you are a first-time home buyer, and protection if you are laid off, disabled or on strike.



For information call:

1-800-848-6466

8 a.m. to 10 p.m., Monday through Thursday; 8 a.m. to 9 p.m., Friday; and 8:30 a.m. to 5 p.m., Saturday, Eastern Time.



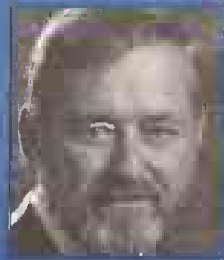
UNION MEMBER MORTGAGE AND REAL ESTATE

Se habla español

Loan Program Sets New Record

The Union Privilege Loan Program has set a new yearly growth total of 27,647 new loans so far this year, beating last year's record growth by nearly 1,400 loans. And with the third-quarter mailing now underway, this figure is expected to go even higher before the close of the year. As of September, there were 84,489 loans recorded for a total of \$456,636,717 in outstanding loans.

UNION PRIVILEGE SCHOLARSHIP PROGRAM



A Defining Period for American Labor

by Michael Goodwin, International President

The AFL-CIO convention in October gave new hope to the American labor movement. A new leadership team was elected with John Sweeney as President, Richard Trumka as Secretary-Treasurer and Linda Chavez-Thompson in a newly created post as Executive Vice President. John Sweeney defeated incumbent President Tom Donahue in the first contested election in the history of the Federation. Donahue served as Secretary-Treasurer for 16 years before his election to the Presidency by the Executive Council on August 1, 1995. Sweeney defeated Donahue by a 7.3 to 5.7 million vote margin.

The convention also amended the Federation's Constitution to increase the number of Vice Presidents from 33 to 51. Supporters of both Sweeney and Donahue presented a "Unity Slate" which adds diversity to the Executive Council and includes 14 women and people of color. In all, 15 unions not currently represented on the Executive Council won seats, with the remaining seats going to larger unions as second seats. There still remains 32 unions not represented on the Executive Council and this needs to be addressed at future conventions.

The OPEIU spoke in favor of full participation on the Executive Council of all affiliated unions on the floor of the convention. Our union is the 29th largest affiliate of the AFL-CIO's 78 unions.

The OPEIU was honored with my election as Vice President of the AFL-CIO with the privilege of being the first OPEIU President to serve on the Executive Council. I will take my seat with a great deal of pride on behalf of all OPEIU members who have sought this recognition since our inception.

You can be assured that I will represent the interests of all OPEIU members to the best of my ability and the greater interests of labor in general.

In addition to myself, serving as delegates to the convention were Secretary-Treasurer Gilles Beauregard, Canadian Director Michel Lajeunesse, and Vice Presidents Gary Kirkland, Kathleen Kinnick, Patrick Tully and

"Our commitment to organize workers is underbudgeted and needs to be increased."

Richard Lanigan. Alternate delegates were Gwen Wells, Alton Merchant, William Mulryan, Annie B. Martin, Sam Kovenetsky, Patricia Hoffman and Kathleen Savo. Also assisting on work in connection with the convention were Local 153 members Wanda Shelton (ULLICO), Shirley Pires and Clarice Scott (SIAC), Rebecca Pomares (Plaza Hotel) and Sedora Villa (Hotel Representative).

As President Sweeney assumes office, the labor movement is facing some of its greatest challenges. The months and years ahead will be a defining period for the American labor movement. Our membership, as a percentage of the overall work force is down and needs to be up. Our level of political influence is less and needs to be more. Our commitment to organize workers is underbudgeted and needs

to be increased. If we don't work to attain these objectives, our ability to organize, educate and affect political affairs will diminish even further. In all, these goals are the top priorities of the Sweeney administration. As the new President has already started to implement plans to achieve these objectives, millions of dollars will be committed to organize, and grassroots political activity will be stepped up. The AFL-CIO plans to dedicate \$20 million over the next four years to organize, train and deploy thousands of organizers into the field. They also plan to enlist additional thousands of voluntary organizers to assist in these new initiatives.

Despite troubles in getting our message across, there are signs of daylight for the future. For the first time in many years, the AFL-CIO has shown a growth in membership of 150,000 which are added to the already organized 13.3 million. Actually, the unions have organized hundreds of thousands of members not reflected in the growth figures, since these members are offset by the adverse affects of NAFTA and technology. The new administration also promises to be more militant in the streets and will employ civil disobedience when necessary. Funds will be available to affiliated National and International Unions in the form of loans of up to \$100,000 in defense of striking workers, such as those at A.E. Staley Company in Decatur, Illinois, the Detroit Free Press, and Caterpillar. This new militancy was immediately demonstrated by President

Sweeney leading a rally during the convention in New York City, sponsored by UNITE (new name of ILGWU and ACTWU after merger) to protest sweatshop conditions in the garment industry. Everyone left the convention with a renewed spirit to step up the fight against exploitation, increased militancy, and enthusiasm to do the work that needs to be done.

Now let me say a word about Tom Donahue and Barbara Easterling. We are very proud that Barbara was the first female to serve as Secretary-Treasurer in the history of the Federation. She is an excellent ambassador for women's rights. We wish her well as she returns to her position as Secretary-Treasurer of the CWA.

Over the years, Tom Donahue has proven himself to be an outstanding leader and an articulate spokesperson for workers. His trade union values are impeccable and his integrity is unquestioned. The OPEIU extends its sincere appreciation and gratitude to Tom Donahue for his many years of association and service to our organization. We hope that he will find a place in the labor movement to continue to serve. We can't afford to lose a man of his great talent and dedication.

Now that the campaign is over, I look forward to working with President John Sweeney, Secretary-Treasurer Richard Trumka, Executive Vice President Linda Chavez-Thompson and my sisters and brothers on the Executive Council to defend, protect and advance the goals and aspirations of all working men and women.



Season's Greetings

Office and Professional Employees International Union extends to all of our members and readers the wish for the best of holiday seasons.

OPEIU is proud of its accomplishments in 1995 and over the last 50 years. We celebrate our heritage and progress with our 50th anniversary. We rejoice in our many organizing, bargaining and legislative successes — made possible by our strongly united and dedicated members.

We look forward to greater gains in the coming years, to working together for a brighter future, to improved lives for our families and friends, to investing in our future through our union membership.

To each and every one of you, the very happiest of holiday greetings,

Michael Goodwin
President

Michel Lajeunesse
Canadian Director

Gilles Beauregard
Secretary-Treasurer

Peace



Walter Allen
Thomas Babb
Clayton Joe Beaver
Janice Best
Carolyn Combs

Executive Board

Kathleen Kinnick
Gary Kirkland
Richard Lanigan
David Miller

Peace



J.B. Moss
Gerald Skrzeczkowski
Ron Tuckwood
Patrick Tully
Michael Walker

How the Counseling Registration Act Benefits Hypnotherapy in Washington State

by C. Roy Hunter, M.S., Ct.Ht.

Following is the third and final part of an editorial by the head of our new hypnotherapist group, pointing up the need for state legislation on hypnotherapist registration. This is an important issue for our members who are hypnotherapists, as well as any consumers and members who wish to use hypnotherapist services.

Pre-registration and Post-registration

During my first four years of practice, I struggled financially just to stay in the hypnotherapy profession. Because of widespread ignorance and skepticism,

many people failed to understand the benefits of hypnosis. Their fears were further fanned by skepticism from the medical and counseling communities, and by the unbelievable misinformation about hypnosis taught by some churches as well as by Hollywood. It was very difficult to find enough business to pay the bills. And when I spoke to nonprofit groups, less than 10% of the hands would go up when I asked how many people had ever experienced hypnosis. (Nowadays that percentage usually ranges from 25% to 50%.)

Almost immediately after our legislation passed, Washington State decided to inform the general public by putting a notice about the new law on all vehicle registration renewal notices. They were asked to obtain full disclosure from their counselors or hypnotherapists. This free advertising resulted in a 40% increase in my business within a few short months.

Additionally, the registration act paved the way for reconciliation between two hypnosis associations which had fought for many years. This new spirit of unity has resulted in five annual jointly sponsored hypnosis conventions to date, creating a win-

win for both organizations.

When I was president of one of those organizations, I was informed that cooperation would be impossible. With legal recognition of our profession, however, I believed that cooperation was essential to our profession and convinced others likewise. Although many people tried to give me the credit, this unity came from the efforts of many. And I do not believe it would have been possible without the registration act.

Since registration, several employers offer employee reimbursement for hypnotherapy to quit smoking. Boeing is one of them. Although many Boeing employees themselves do not know of the existence of this employee benefit, I actually have claim forms in my office which the employee can complete and mail into Boeing for 80% reimbursement upon completion of my smoking cessation program. Furthermore, this benefit applies to Boeing employees nationwide.

The additional credibility gained through legal recognition has also helped open the doors of community colleges for the establishment of professional hypnotherapy training. As of the writing of this article, I am now in

my seventh year of teaching The Charles Tebbetts Hypnotism Training Course at Tacoma Community College. It is a nine-month course of instruction based on the teachings of the late Charles Tebbetts. And the successful track record of this course has resulted in several other colleges opening their doors to the same course. Additionally, the program has evolved into an entire program of classes in specialized applications of hypnosis, including a class on hypnosis and substance abuse taught by a licensed clinical psychologist who accepts the validity of the hypnotherapy profession.

It is my hope that increasing numbers of colleges throughout the country will open their doors to others in the hypnotherapy profession to teach courses in professional uses of hypnosis. Furthermore, if increasing numbers of states legally recognize our profession, the combination of registration plus competent training programs should result in our profession taking a quantum leap into credibility and public acceptance as the 21st Century dawns. I would like to see greater cooperation among professions as well as widespread acceptance of hypnotherapy.

Another Important Door

Fred Gilmore, a long-time member of the Washington Hypnosis Association, has worked for years with our state government to keep hypnotherapy legal in this state. And he now serves on a board in the health department. That department has established a Mental Health Quality Assurance Council, which is responsible for more than 34 health care related professional groups. There are six sections (or divisions), each headed by an administrator from the Department of Health. Mental health professionals, including psychologists, social workers, nursing home administrators, marriage and family therapists, counselors, and hypnotherapists are all a part of Section 2 in this division. There are eight board members in each section, and the law actually specifies that one hypnotherapist will be on that board.

(Continued on page 9)

Letters to the Editor



Again, we reprint letters from our members on various issues. We invite our readers to continue to share their opinions with us, whether in support of or in opposition to our own. Debate is healthy and welcome in this union. Letters are edited for length only, not content. Remember: anonymous letters will not be printed.

Thank you very much for your generous support of our ad on welfare reform which ran in *The New York Times* on August 8, 1995. We received many positive comments on the ad after it ran. Also it was mentioned the following day in an AP wire story about Senator Dole pulling the bill and on WPFW's Julianne Malveaux Show here in Washington. It is currently being distributed to hundreds of organizations as an organizing and educational tool. We hope that in seeing it you feel as proud as we do to be part of a group of organizations who have endeavored to speak out for humane welfare reform.

Felicia Nestor
National Coordinator
Committee of One Hundred

The Models Guild Scores a Hit at Actors Fest

Actors and models by the score stopped by The Models Guild booth at Actors Fest, an exhibition in New York City on November 11, 1995. "We were overwhelmed with interest in Guild membership and with questions about The Guild," said OPEIU Local 51 (The Models Guild) President Amie Bongay. She said the Fest attendees were especially interested in The Guild's on-line portfolio and benefits.

Spectators were able to access The Guild's WEB page — that is, the on-line newsletter and portfolio

— right there at the exhibit. Many, Bongay said, were very impressed.

"We plan to continue to host such events. We will go wherever the models are — to assist them and encourage them to join us in our struggle for protection and benefits in the fashion industry," Bongay said.

Actors Fest, says *Back Stage* magazine, is "a trade show for aspiring and professional actors [and models] where they can get career advice from agents, casting directors, and other industry professionals at the seminars our editor conducts."



The Models Guild representatives Danielle Goshert, Nadine Hotong and Amie Bongay distribute TMG materials and answer questions at Actors Fest with International Organizer John Lynch.

WHITE COLLAR
Official Organ of
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INTERNATIONAL UNION
affiliated with the AFL-CIO, CLC

MICHAEL GOODWIN
President

GILLES BEAUREGARD
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*Washington Window***The Challenge Ahead**

AFL-CIO President John J. Sweeney takes office with the nation facing a sea of troubles. With an anti-labor Congress in power, things are going to get worse rather than better.

When Franklin D. Roosevelt won the Fair Labor Standards Act of 1938, it was the last social legislation of his presidency. It was popularized as a floor under wages, a ceiling on hours and a ban on child labor. It was sound pro-family policy.

Today, the leaders of the rightwing Congress not only oppose an increase in the minimum wage; they would like to abolish it altogether. The 40-hour week may yield to a 56-hour standard.

"We're going to spread the union message from coast to coast and border to border; from clothing workers to manufacturing workers and from health care to high tech to hard hat."

In his acceptance speech at the federation's convention in New York, Sweeney knew he had become the leader of 13 million workers who know they have a vested interest in progressive legislation.

"Our problem is your stagnant wages," Sweeney declared. "America needs a raise." The solution is a bigger, stronger labor movement, he added.

The legislation challenges ahead are formidable. The conservative Republican wish list includes the return of the company union, making Social Security voluntary, blocking national health insurance, and letting corporations dip into worker pensions.

Defense of the Wagner Act and the National Labor Relations Board are critically important to labor.

"We're going to spread the union message from coast to coast and border to border; from clothing workers to manufacturing workers and from health care to high tech to hard hat," Sweeney said.

"If anyone denies American workers their constitutional right to freedom of association, we will use old-fashioned mass demonstrations as well as sophisticated corporate campaigns to make worker rights the civil rights issue of the 1990s," Sweeney declared.

Sweeney said, "We're going to spend whatever it takes, work as hard as it takes, and stick with it as long as it takes to help American workers win the right to speak for themselves in strong unions... We mean building a

strong new movement from the ground up."

He said, "To our employers we say, if you are wise, labor's victories can be your victories. With decent paychecks we can buy your products and your services. We prefer cooperation to confrontation, but we are prepared for both."

"To our nation's leaders, we say American labor is a proud part of the American community. To every officeholder in America we say, when you do the right thing, we will be the best friends that you've ever had. But when you do the wrong thing, we will be the first in line with our criticism and last in line with our money and our people."

Sweeney argued that the nation is "fracturing along the lines of race, ethnicity, and income." He said "the solution is American workers coming together as never before, because this movement is for everyone, women and men, black and white, Asian-Pacific American and Latino, white collar and blue collar and new collar."

He said, "Our unions are all that stand between America and shrinking paychecks, disappearing jobs, vanishing health care, increasing inequality, and more racism, rancor, and resentment."

Turning to 1996, Sweeney said labor is determined to go from a union summer to an American autumn. It is then, Sweeney said, "that we will reelect a President and elect a Democratic Congress committed to the people who work hard and play by the rules."

"Our unions are all that stand between America and shrinking paychecks, disappearing jobs, vanishing health care, increasing inequality, and more racism, rancor, and resentment."

The new leadership of the labor movement, including his running mates, AFL-CIO Secretary-Treasurer Richard Trumfka and AFL-CIO Executive Vice President Linda Chavez-Thompson, Sweeney said, "We have a mandate and a mission, and they are to fight and to win in organizing campaigns, contract struggles, political and legislative fights and the battle to shape opinion. Together we can meet the awesome challenges that we face."

**What's your opinion?
Write and tell us.
We'd like to know.**

Work and Health**Strengthening Your Work Muscles**

By Phillip L. Polakoff, M.D.

More people see doctors for back pain than for any other medical ailment except colds and upper respiratory complaints. Fortunately, most back pain lasts only a few days. However, about 1 out of 6 persons has experienced severe back pain that lasts at least two weeks sometimes during their lifetime.

People are most at risk for back pain if their jobs involve one or more of three work demands:

- (1) If their job requires frequent bending and lifting.
- (2) If they must twist their body when lifting and carrying an object.
- (3) If they must lift and carry in a hurry.

Other risk factors include being overweight, not exercising regularly or not engaging in recreation activities, and smoking tobacco.

Some people keep in good physical condition by being active in such things as walking, running, bike riding and swimming. In addition to these conditioning activities, there are specific exercises that are directed toward strengthening and stretching your back, stomach and thigh muscles.

The following exercises suggested by the American Academy of Orthopaedic Surgeons can help to minimize problems with back pain. An orthopaedic surgeon is a medical doctor with extensive training in the diagnosis and non-surgical as well as surgical treatment of the musculo-skeletal system, including bones, joints, ligaments, tendons, muscles and nerves.

A word in advance: Before beginning any exercise program, you should discuss the program with your doctor and follow the doctor's advice. It is important to exercise regularly, every other day. Before exercising, you should warm up with slow, rhythmic movements. If it's been some time since you exercised, walking is a good warm-up activity.

In the following exercises, inhale deeply before each repetition of an exercise and exhale when performing each repetition of an exercise.

- Stand with your back against a wall and feet shoulderwidth apart. Slide down into a crouch with knees bent to about 90 degrees. Count to five and slide back up the wall. Repeat five times.

- Lie on your stomach. Tighten the muscles in one leg and raise it from the floor. Hold your leg up for a count of 10 and return it to the floor. Repeat five times with each leg.

- Lie on your back with your arms at your side. Lift one leg off the floor. Hold your leg up for a count of 10 and return it to the floor. Do the same with the other leg. Repeat five times with each leg. If this is too difficult, keep one knee bent and the foot flat on the floor while raising the leg.

- You can also sit upright in a chair with your legs straight and extended at an angle to the floor. Lift one leg waist high. Slowly return your leg to the floor. Do the same with the other leg. Repeat five times with each leg.

- Lie on your back with knees bent and feet flat on the floor. Do a partial sit-up by slowly raising your head and shoulders and reaching with both hands toward your knees. Repeat five times.

- Stand behind a chair with your hands on the back of the chair. Lift one leg back and up while keeping the knee straight. Return slowly. Raise the other leg and return. Repeat five times with each leg.

- Stand with your feet slightly apart. Place your hands in the small of your back. Keep your knees straight. Bend backward at the waist as far as possible and hold the position for one or two seconds.

If you have any questions or suggestions for future articles, write to me at IHMA, 2200 Powell Street, Watergate Tower II, Suite 395, Emeryville, CA 94608.

CONGRESS PASSES THE TEAM ACT...

Historic AFL-CIO Convention Elects New Team

(Continued on page 1)

extraordinary moment . . . a moment of hope and promise for the future."

Sweeney, president of SEIU for 15 years, defeated President Thomas Donahue, also an SEIU member, by a 7,286,837 to 5,716,165 margin. Trumpka defeated Barbara Easterling, a Communications Worker and the first woman to hold federation executive office, by 7,341,669 to 5,661,333. (The figures are based on a tabulation of votes by affiliates. They do not yet include the votes of state federations and central labor bodies.)

Sweeney said the election of a unity slate for the Executive Council is a "great step in binding up the wounds that have been inflicted over the past few months. As your president, I will never forget that our movement grows by multiplication and addition and not by division and subtraction."

Stressing solidarity and unity, Sweeney recalled former President George Meany's 1955 statement at the final convention of the AFL that "I am sure that there is enough wisdom, enough common sense, enough dedication and loyalty to the principles of our movement both in the AFL and

the CIO to make this work."

He also said he would not forget former President Lane Kirkland's advice to the 1989 AFL-CIO convention that "solidarity has been our shield against the most primitive and the most sophisticated assaults by agents of avarice and exploitation."

Sweeney referred to Donahue and Easterling as "great trade unionists." He congratulated them and their supporters for "waging an incredible campaign."

Sweeney, 61, is a native New Yorker. After graduating from Iona College with a degree in economics, he went to work for the Ladies' Garment Workers.

In 1960 he was hired by Donahue as SEIU Local 32B contract director. He rose through the ranks, becoming president of the local in 1976. A year later, Local 32B merged with SEIU Local 32J, creating a 70,000-member local with Sweeney as president.

He was elected president of SEIU in 1980 and joined the AFL-CIO Executive Council in 1981. During his time on the council, Sweeney headed the federation's health care and organizing committees.

Under Sweeney's leadership SEIU has grown to more than 1 million

members because of grassroots, back-to-the-barricades organizing in health care and the service industry.

Trumpka, 46, is a third-generation coal miner from southwestern Pennsylvania, who began working in the mines at the age of 19. He eventually became an activist in UMWA Local 6290 and a member of the militant Miners for Democracy reform movement.

In the early 1970s, he graduated from Pennsylvania State University and later earned a law degree from Villanova University Law School. After serving four years on the union legal staff, he returned to the mines in 1978. He was elected to the union's executive board in 1981 and became president the next year.

After the UMWA rejoined the AFL-CIO in 1989, Trumpka was elected to the Executive Council, where he has headed the Energy Committee and, for the past year, the federation's vital Strategic Approaches Committee. More importantly he led the UMWA in a victorious national strike that energized not only the Mine Workers, but the entire labor movement.

Chavez-Thompson, 50, has more than 27 years' experience in the labor movement. From the age of 10, she worked summers in the cotton fields of west Texas. She began her career as a union secretary, rising through the ranks of AFSCME, being elected vice president in 1988. She was elected to the AFL-CIO Executive Council in 1993, the first Latina woman to hold the post. She is also a long-time officer of the Labor Council for Latin American Advancement.

The executive vice president "shall aid the president in performing the duties of chief executive officer of the federation and shall act on behalf of the president when requested to do so," the constitutional amendment states. "The executive vice president shall administer those departments, functions and responsibilities assigned by the president."

Chavez-Thompson states she hopes to use her experience as an organizer in the new post, which is set at the same salary level as the secretary-treasurer.

(Taken in part from an AFL-CIO News article by James B. Parks)

Goodwin Joins Unity Slate

(Continued on page 1)

election as president of OPEIU in June 1995. Since assuming office he has energized the clerical, professional membership and organized workers throughout the South, Midwest and Northeast.

Besides exciting health care work-

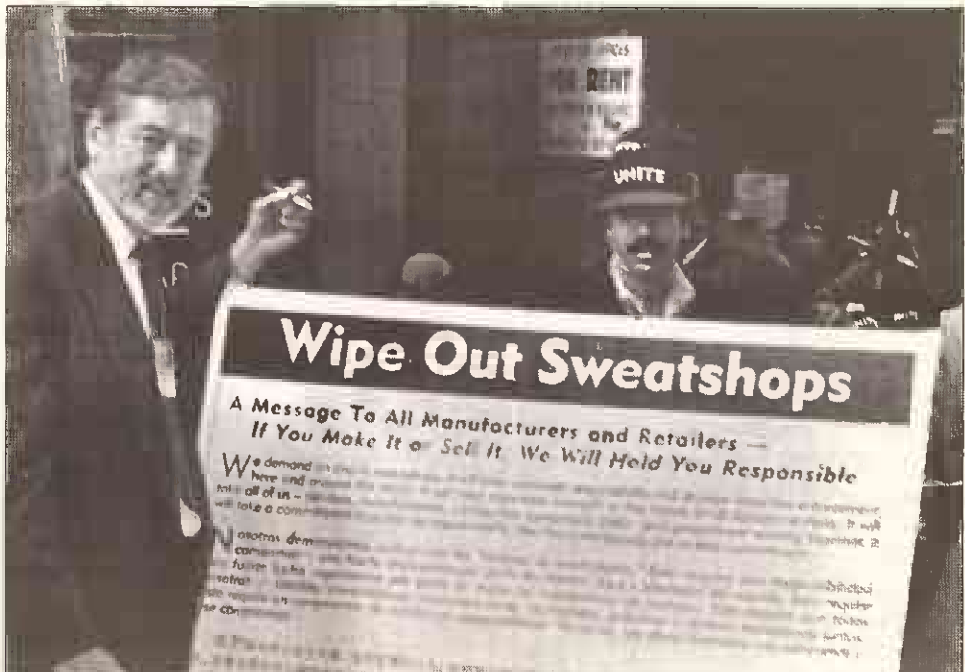
ers and public sector professionals to empower themselves through OPEIU representation, he has brought the benefits of collective action and unionization to the previously unrepresented fashion models, chiropractors, podiatrists, hypnotherapists, acupuncturists, and others.



Representing OPEIU as delegates to the AFL-CIO Convention were Secretary-Treasurer Gilles Beauregard and Vice Presidents Richard Lanigan and Kathleen Kinnick. Canadian Director Michel Lajeunesse and Vice Presidents Gary Kirkland, Patrick Tully were delegates as well.



A puppet of trade union activist Mother Jones led a march of rank-and-file members engaged in labor struggles around the country through the convention hall. Those struggles included Staley, Bridgestone Tire, the Detroit newspaper strike, among others. Newly elected AFL-CIO President John Sweeney appears at Mother Jones' right, at the podium.



The last day of the AFL-CIO Convention, delegates rallied in midtown Manhattan against sweatshops. Here OPEIU President Goodwin signs a letter to manufacturers and retailers, warning them against exploiting workers.

OOPS!

In the last issue of *White Collar* we included a photo of three U.S. members opening the convention with the national anthem. We erroneously stated that they had also sung the Canadian national anthem, when in fact three of our Canadian members led the singing. They were International Vice President Dave Miller, Judy Boehmer (Local 397) and Kateri Lefebvre (Local 57). We would also print their photo here, but the photographer did not provide us with a useable picture. Our apologies!

Union Women Aim for Political Empowerment; CLUW Focuses on Power, Politics and Participation



Millie Hall welcomes CLUW delegates as president of the Metro Detroit Chapter.

As the Congressional budget debate targets major issues that concern women, senior citizens and working class Americans, the Coalition of Labor Union Women (CLUW) began its mobilization for full participation in the 1996 Congressional and Presidential elections as it convened its Eighth Biennial Convention in Dearborn, Michigan, October 12 to 15, 1995.

"From assaults on affirmative action to sweeping welfare reform, Republican leadership in Congress threatens to erode decades of important advancements in the lives of women, especially working women," said CLUW President Gloria Johnson.

Union activists from across the country devised strategies to reach out to more women voters and listened to speakers from the labor movement, women's organizations and the political arena. A few of the convention speakers included Tipper Gore, UAW President Stephan Yokiel, former AFL-CIO Secretary-Treasurer Barbara Easterling, newly elected AFL-CIO Secretary-Treasurer Linda Chavez-Thompson and Detroit City Council President Maryann Mahaffey.

Not Just Talk

The union women hit the streets on two occasions. First, in groups of 6 to 10, the activists leafleted and talked to shoppers in the Dearborn mall about the importance of Buying American and avoiding exports from countries that exploit workers, most especially women and children. They also confronted store managers, asking them to consider the consequences when stocking their shelves. This was part of the nationwide "Come Shop With Me" cam-



OPEIU members attend CLUW Convention. They appear here in caucus.



Sandra Ellison (left) greets delegates and provides information at the CLUW Convention Information Table



Shirely Pires and Mary Quinn carry the OPEIU banner in the CLUW Convention's opening ceremony.

paigned by CLUW with U.S. Representative Marcy Kaptur last year.

On another day, delegates boarded buses to debut a boycott campaign against advertisers in the Detroit newspapers. Six unions have been out on strike against the Detroit News and Detroit Free Press since July 13, 1995.

Loss of advertising revenue will mean additional pressure on the newspapers to settle.

OPEIU Delegates Play Key Roles in Convention

The following OPEIU members attended the convention: Pat Agostino



Theresa Horner serves on credentials committee, registering CLUW delegates.

(Local 8, Seattle); Bernice Akins (8, Seattle); Evelyn Brooks (42, Detroit); Marie Cook (8, Seattle); Bobbie Creque (2, Washington, DC); Deborah Davis (2, Washington, DC); Sandra Ellison (28, Chicago); Millie Hall (494, Detroit); Sandra Harvey (1794, Cleveland); Theresa Horner (42); Cynthia McCaughan (30, Los Angeles); Shirley Pires (153, New York); Annette Poterek (42); Mary Quinn (3, San Francisco); Ethel Schwartz (494); Roxie Simpson (42); Joanne Whited (494).

Millie Hall, as president of CLUW's Detroit chapter, welcomed delegates to the City. Mary Quinn and Shirley Pires carried the OPEIU banner in opening convention ceremonies. Pat Agostino and Quinn worked hard on the resolutions committee; as did Theresa Horner on credentials; Sandra Ellison, Bobbie Creque, Shirley Pires and others on the information desk. Several, including Ethel Schwartz served on escort committees.

Gwen Wells, OPEIU Research and Education Director and CLUW National Vice President, is liaison for CLUW's public relations committee, responsible for all public relations before and during the event. She and another vice president, Margaret Shellella, headed up the information desk. Wells was reelected to the CLUW Officers Council by acclamation.

National Executive Board

OPEIU delegates in caucus elected Mary Quinn, Theresa Horner and Shirley Pires to serve as OPEIU delegates to the CLUW National Executive Board for the next two years. The NEB governs the organization between conventions. Marie Cook, Sandra Harvey and Roxie Simpson were elected NEB alternates.

Hofstra University Members Win Six-Week Strike — Courageously and With Dignity

The nearly 400 Local 153 members ended a strike at Hofstra University after 32 days. These secretarial, clerical, technical and nursing staff members ratified a new three-year labor union contract after a hard struggle.

Negotiations, said Business Representative John Dunn, began in June, when the union requested a report analyzing job positions. The report was conducted by Papas Consulting Group Inc., and became known as the "Papas Report." In addition, the union demanded that Nurse Lucille Masciarelli be reimbursed the money by which the university had unilaterally reduced her salary.

In short, following the recent successful organizing campaign among the nurses, the school reduced Masciarelli's annual salary by \$8,461. She had been one of the lead organizers in the campaign.

At subsequent negotiations, according to Dunn, the university refused reimbursement to Masciarelli or to provide a copy of the Papas report, and the union filed an unfair labor charge with the National Labor Relations Board.

University Demands

In addition the college made the following regressive demands at the bargaining table:

- increase the workweek during the academic year to 40 hours (from 35);
- increase summer hours an additional 8 weekly;
- have staff work 45 hours per week for 8 weeks — 2 weeks before and after the Spring and Fall semesters of each contract year — at no additional compensation. The union, of course, pointed out that this is a violation of federal wage and hour laws, to which the union would not be a party;
- increase eligibility for time and one-half to 40 hours from the current 35;
- increase the amount of service required to earn 22 days of annual vacation from 3 to 5 years;
- reduce personal days to 3 from 5;



Photos by Gary Schoichet

At the Hofstra University candlelight vigil, Local 153 Secretary Treasurer Richard Lanigan, International President Michael Goodwin, Business Representative John Dunn, and member Phyllis Droessler, lead members in songs and chants.

- reduce sick days to 12 per year (now members earn up to 20 days after 6 years of service);
- eliminate wage progression schedules whereby employees below the maximum of their labor grade advance \$297 each 8 months until they reach the maximum (employees at maximum receive a bonus of \$297 once per year);
- co-payment of individual health coverage of 8% of premium (presently members pay nothing);
- increase copay for family health coverage to 16% of premium (now employees pay \$30 monthly);
- allow the school to modify the health plan without negotiating with union members; and
- increase the contributions for post retirees and reduce their benefits.

"In the face of university demands, clearly designed to force a strike, our members had no other choice. They

could not agree to these outlandish, inhuman proposals," Dunn said.

In 1989 Local 153 members walked out for 39 days to achieve many of the benefits and protections the university now wants to take away, he said.

Bargaining continued throughout the summer, and the contract finally expired August 31, 1995. The union members authorized a strike. But the union still tried to hammer out an agreement until September 6, when we were forced to throw up our hands and vote with our feet, Dunn added.

The Strike and Victory

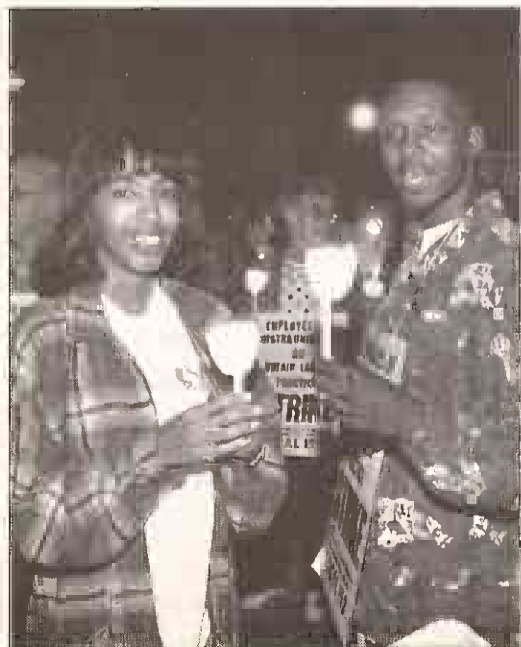
During the strike, members had weekly rallies. In the sixth week, we held a candlelight vigil, Dunn said. Shortly after the vigil, members reached agreement with the university.

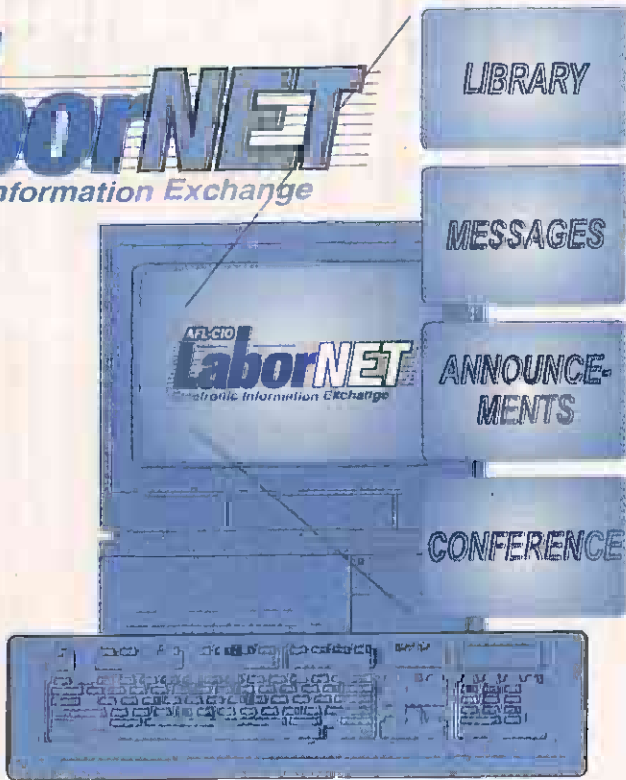
"We were able to beat back every single regressive demand made by the university," he said, and won the following:

- Wage Increases:
 - 5% effective September 1, 1995
 - 3.5% as of September 1, 1996
 - 3% effective September 1, 1997
 - Plus, members will continue to receive the progression increases of \$297 every 8 months, which amounts to five additional increases over the contract (or an annual \$297 bonus for those at the top of grade).
 - Plus, a 1/2 % bonus paid to all employees in the third year;
 - Plus, up to 1% wage increase based on full-time undergraduate enrollment formula in the third year.
 - Lucille Masciarelli will receive all money, retroactive to May, that was withheld from her salary.
 - Part-time employees will also receive additional vacation and sick time, as well as wage increases.
 - Nurses will gain 10% additional pay for night shift differentials.
- The NLRB issued a complaint to the school for not providing the Papas report.

John Dunn thanked Local 153 Secretary-Treasurer Richard Lanigan for his expertise in developing the strike and bargaining strategy, as well as inspiring the members during the numerous rallies and demonstrations. "It's unfortunate," Dunn said, "that it came to this — a six-week strike. But our members could not allow Hofstra to eliminate our progressions, increase health coverage contributions or hurt our retirees by reducing their benefits."

He cited an "outstanding bargaining committee" for special thanks: chief Representatives Maureen Brown and Jean Grande; Stephanie Colace, Anne Nagrowski, William Jordan, Ann Noonan, Sue Ann Kaufman, Catherine Dugo, Loretta Luban, Lucille Masciarelli and Lilly McKeithan.





What is



AFL-CIO LaborNET is a computer-based communication network. With LaborNET, you can electronically access and exchange information with the policymakers at the national AFL-CIO and other union leaders throughout the country. LaborNET is a private forum that resides on CompuServe®, one of the largest on-line services available today. LaborNET includes four primary sections: library, messages, announcements, and conferences.



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Announcements are used to inform members about changes in LaborNET. The scheduling of on-line conferences will be announced with this method. Information describing LaborNET and its components also is included here.



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- Press Releases
- AFL-CIO News
- Campaign Updates
- Officer Speeches
- Executive Council Statements

AFL-CIO Leaders

- Questions and Answers

Congress

- Quarterly Status Report
- Fact Sheets on Legislation
- Testimony
- Voting Record (Congressional)
- Legislative Action Committees
- Issue Campaigns
- Legislative Status
- Policy Letters

Organizing/Field Services

- Calendar of Events
- Organizing Support
- Religion and Labor
- Retiree Program
- Special Projects

Union Label

- Union Made Products
- Union Airlines and Hotels

Newsletters

- Postfacts Column
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- Workers' Compensation Notes

Miscellaneous

- NLRB Decisions
- Boycott List
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- An IBM or compatible PC
- An 80386SX processor (or higher) and at least 2MB of RAM memory.
- Microsoft Windows® Version 3.1, running in enhanced mode
- An IBM EGA or higher resolution monitor compatible with the Microsoft Windows® graphical environment
- A Hayes®-compatible modem
- One hard disk (4 free megabytes available - with Windows® installed) and one high-density floppy drive
- A mouse (or other pointing device) that is compatible with Microsoft Windows®

MS-DOS®

DOSCIM® Version 2.2

- An IBM or compatible PC
- An 80286 or faster processor is recommended
- A hard disk drive (at least 1.5M available)
- 640k memory (at least 514k available)
- Color or monochrome monitor (no graphics adapter required)
- MS-DOS® 3.1 or higher
- A Hayes®-compatible modem
- Mouse (optional)

MAC®

MacCIM® Version 2.4

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Mobile, Alabama Public Service Workers Join OPEIU Family

As reported in Issue 2 of 1995, OPEIU is pleased to welcome the public sector workers in Mobile, Alabama to the OPEIU family. President Michael Goodwin, with Director of Organization Jay Porcaro, travelled to the South to personally charter the new local unions. They were joined by International Representative Howard Turberville, the organizer for these groups of workers. Photos of the presentations appear here.



Chartering the Mobile County Law Enforcement Association (MCLEA) as OPEIU Local 22 are (left-to-right) Secretary Doug Parmenter, Organizing Director Porcaro, President Mike Morgan, Phillip Mayo, International President Goodwin, Treasurer Mike Burdine and Organizer Turberville.



Chartering the Mobile County Correctional Association as OPEIU Local 78 are (left-to-right) John Irving, Joann Gardner, Valerie Smith, Michael McLinton, Organizing Director Jay Porcaro, Omar Smith, Leonard Singleton, President Michael Goodwin, an unidentified member, Randall Rocker, and Organizer Howard Turberville.



Chartering the United Sanitation Workers, who represent 450 sanitation workers, as OPEIU Local 75 are (left-to-right) Director of Organization Porcaro, Alabama AFL-CIO Vice President Sally Roger, Acy Warren, President Goodwin and Representative Turberville.



Chartering the Mobile County Deputy Sheriff's Association as OPEIU Local 77 are (left-to-right) Organizing Director Porcaro, member Dodd, Jim Long, name not available, President Goodwin and Representative Turberville. The group represents 175 deputies throughout the country.



Chartering the Mobile Criminal Justice Association as OPEIU Local 33 are Director of Organization Porcaro, Omar Smith, Ronald Davis, International President Goodwin, Randall Rocker, and Representative Turberville.

BC Hydro Members Win Pay Equity: Gap Narrows Between Men and Women

By this time next year, some OTEU Local 378 members should see a significant increase in their pay checks, thanks to union efforts at BC Hydro to implement pay equity through a gender-neutral job evaluation plan. (BC Hydro is the British Columbia province-owned public utility company.)

Members, it is reported, should also be given job descriptions that clearly reflect the duties they are performing and see job bulletins containing realistic requirements to perform a particular job.

The OTEU Pay Equity Committee at BC Hydro has recommended the gender-neutral job evaluation plan which is based on the BC government plan.

"This is a leading edge plan, unique in its approach to gender-neutral issues. It's already in place in the public sector for BC government employees, in BC Building Corporation and the Legal Services Society," said OTEU Executive Board member Clive Walton, who served on the OTEU Pay Equity Committee.

In addition to Walton, committee members included Job Steward Kris Greenan from Corporate and Financial Affairs at BC Hydro and OTEU Job Evaluation Specialist Teresa Davie who provided technical input. They spent six months working with management to customize the proposed plan to fit OTEU jobs at BC Hydro.

"About five years ago, our union set an ambitious goal to achieve pay equity at BC Hydro. In reality, this is a struggle that has been going on for decades. For example, there used to be separate salary scales for men and women as recently as 1969 at BC Hydro. Now the new gender-neutral job evaluation plan is underway, we finally have achieved equality," said OTEU President and International Vice President Ron Tuckwood. Tuck-

wood describes the achievement as one of the highlights in his term of office which began in 1990.

The new gender-neutral job evaluation plan should improve compensation for entry-level jobs in the OTEU and properly evaluate jobs at the high end of the pay scale that require more knowledge and responsibility.

It has taken two sets of bargaining at BC Hydro to get this new system in place. "In April 1993, a fund was established that set aside 1% of payroll to address pay equity concerns at BC Hydro," Tuckwood explained.

Even though some jobs may be reevaluated upwards, there is a cap on how much can be paid out each year. "The fund can't run at a deficit. That means there may be a delay in members receiving the full pay equity increases. However, all affected members will receive their money," said Walton. "In the meantime, members can take comfort in the fact that all increases will be retroactive to April 1995."

"The new system should stop some

Hydro managers from requiring BCIT diplomas for group 6 jobs or insisting on a university degree for nearly every position, no matter how junior," added Kris Greenan.

"The new plan will make a big difference for a lot of members. It will allow people with good skills and practical knowledge, as well as an ability to perform a posted job, the chance to advance their careers. . ."

"The new job evaluation system finally recognizes the skills women bring to their jobs. This is good for all OTEU members, not just women. It should remove artificial barriers to promotion and recognize that experience on the job can be equal to formal education," said Teresa Davie.

In the past, job evaluation was under the control of management and didn't fairly value jobs traditionally done by women, especially in the administrative and clerical areas. The company saved millions of dollars over the years by undervaluing work traditionally done by women.

The previous plan that Hydro used

didn't recognize job skills such as communication ability, manual dexterity, keyboard or cash handling ability, organizational skills or the mental effort level required.

Greenan believes the previous job evaluation plans had a built-in bias and had to be eliminated. "Secretaries at BC Hydro are required to operate personal computers, use various software packages, access the mainframe computer and transfer data between the two.

"In addition, clericals and administrative staff are expected to do work for several people at any given time, adjust to rapid change, juggle priorities, coordinate schedules, deal with difficult people and work with constant noise and interruption," she said.

"I'm glad we're finally closing the gap between male and female wage structures. Jobs not traditionally recognized as skilled will be fairly compensated."

[Paula Stromberg for OTEU News, September/October 1995]

News from Canada

Quebec's Locals Celebrate at Conventions

Local 57

The 1995 Biennial Convention of SEPB-57 was held at l'Auberge Universel in Montreal, Quebec, from November 3 to 5, 1995. This was also the 50th anniversary celebration for Local 57.

The convention's theme was Our History; Today's Reflections of Our Tomorrows.

The topics and discussions covered women's participation in the union over the last 50 years, the history of the Quebec Federation of Labour and living memories of Local 57.

Local 434

Montreal-based Local 434 represents 1,700 employees at Laurentian Bank. The Local held its 17th Annual Convention, entitled We Demand Respect, October 28 to 29, 1995.

In addition, talks over renewal of the collective agreement between the Bank and Local 434 are currently underway. Local 434 members are committed to winning a wage increase and reduced workweek.

Local 463

This summer Local 463, which represents members working at Gaz Metropolitan in Montreal, applied to represent an additional group of up to 150 new members at the same employer.

The union contract between the Local and Gaz Metropolitan has expired and bargaining is stalled due to

potential massive restructuring. This could affect nearly 150 Local 463 members.

The 1995 Convention of Local 463 was held November 4, 1995, in Montreal. It dealt most particularly with the issue of employment and restructuring.

On a happier note, reports Canadian Director Michel Lajeunesse, member Francine Dion won a settlement in her discrimination case. "Although the terms are confidential, it is safe to say that she and the union are well satisfied," he said.

The Consumer Price Index for Canada and the U.S.

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1994 Canada CPI (1986 = 100)	131.3	130.3	130.1	130.2	129.9	130.2	130.7	130.8	130.9	130.7	131.4	131.6
% Change from Prior Month	0.0	-0.8	-0.2	0.1	-0.2	0.0	0.4	0.1	0.1	-0.2	0.5	0.2
% Change from Year Earlier	1.3	0.2	0.2	0.2	-0.2	0.2	0.2	0.2	0.2	-0.2	0.5	0.2
1995 Canada CPI	132.1	132.7	133.0	133.4	133.7	133.7	134.0	133.8	133.9			
% Change from Prior Month	0.4	0.5	0.2	0.3	0.2	0.0	0.2	-0.1	0.1			
% Change from Year Earlier	0.6	1.8	2.2	2.5	2.9	2.7	2.5	2.3	2.3			
1994 U.S. CPI-W	*427.7	*428.8	*430.2	*430.9	*431.7	*433.2	*434.3	*436.4	*437.5	*437.8	*438.6	*438.6
**143.6	144.0	144.4	144.7	144.9	145.4	145.8	146.5	146.9	147.0	147.3	147.2	
% Change from Prior Month	0.2	0.3	0.3	0.2	0.1	0.3	0.3	0.5	0.3	0.1	0.2	-0.1
% Change from Year Earlier	2.4	2.3	2.3	2.2	2.1	2.4	2.6	2.9	3.0	2.6	2.7	2.7
1995 U.S. CPI-W	*440.2	*441.7	*443.0	*444.6	*445.6	*446.5	*446.5	*447.4	*448.5	*449.6		
**147.8	148.3	148.7	149.3	149.6	149.9	149.9	150.2	150.6	151.0			
% Change from Prior Month	0.4	0.3	0.3	0.4	0.2	0.2	0.0	0.2	0.3	0.3		
% Change from Year Earlier	2.9	3.0	3.0	3.2	3.2	3.1	2.8	2.5	2.5	2.7		

* CPI-W figured on a 1967 base.
** CPI-W figured on a 1982-84 base

Hypnotherapy

(Continued on page 2)

Perhaps hypnotherapy is finally ready to evolve into a profession that can really make a positive difference on this planet. I believe that legal recognition can help make it so. It is my hope that every state in the country will pass laws similar to what has worked successfully in Washington for almost eight years. The benefits are worth it.

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